

# Superintendent Search Service

## Unalaska City School District

### *Unalaska, Alaska*

The Association of Alaska School Boards (AASB) is facilitating a superintendent search for the Board of Education of the Unalaska City School District. The School District is located on the island of Unalaska along the Aleutian Island chain (~800 air miles from Anchorage) on the ancestral lands of the Unangan people. The district is positioned in one of Alaska's most remote and breathtaking regions and serves 340 students. The student population is highly diverse and includes Unangan, Filipino, Pacific Island, African-American, Russian, Hispanic, and European. Commercial fishing is the primary economy. The port of Unalaska/Dutch Harbor has been the top fishing port for seafood in the country for over 20 years.

Applications are sought from those candidates with successful experience as a superintendent, principal, or central office administrator. The Board is seeking a candidate dedicated to providing an education that engages students, maintains high academic proficiency, and prepares them well for post-secondary or vocational opportunities. The new superintendent is expected to start employment on July 1, 2023.

A salary range of **\$125,000 - \$150,000** with an attractive benefits package is being offered to the successful candidate. In addition, a 100% district health insurance benefits package that is available to all other district employees is provided. Included is a well-maintained, affordable district rental house with 3 bedrooms for the superintendent. The Board offers professional membership dues, a life insurance stipend, an annual family travel stipend, and a negotiated moving expense reimbursement.

Candidates who do not possess an Alaska Type B certificate with a superintendent endorsement should begin the process.

### Application Process

The Association of Alaska School Boards uses an online application system. Interested candidates should complete and submit an online application found at [aasb.myrevelus.com](http://aasb.myrevelus.com). No "hard copy," faxed, or emailed submissions will be accepted. Please visit the Association's website at [aasb.org/superintendent](http://aasb.org/superintendent) for more information about this search and guidance on applying through the Revelus online application system.

## Application Deadline:

January 15, 2023

## Timeline

### Selection of Finalists:

January 30, 2023

### On-Site Interviews with the Board:

February 13-19, 2023

### Employment Begins:

July 1, 2023

## School Board

Jolene Longo –  
Chairperson

Bob Cummings

Kerry Mahoney

Danielle Williams

David Gibson

Alexa Rollin – Student  
Representative

Visit the Unalaska City  
School District web site

<http://www.ucsd.net/>

for more details on this  
unique Alaskan school  
district!

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## Unalaska City School District Profile



### Unalaska – District Office

The City of Unalaska and the school district are 800 air miles southwest of Anchorage. Located on the islands of Unalaska and Amaknak, the City of Unalaska is in the heart of the Bering Sea and is one of the United States' most productive commercial fishing ports with pristine vistas and rolling green hills, accentuated by active volcanoes.

With a current enrollment of approximately 340 students, the Unalaska City School District operates two schools that provide a well-rounded educational experience for students from preschool through 12th grade. Unalaska City Schools have consistently ranked among the top schools in the state in academics. Students are actively involved in a wide variety of activities, including cross country, basketball, wrestling, volleyball, swimming, music, fine arts, and language.

Unalaska City Schools and Eagle's View Elementary are nationally recognized Blue Ribbon schools and are continually in the top five districts in the state on most major indicators. Eagle's View has an innovative on campus pre-school that prepares three and four-year-olds for kindergarten.

Unalaska City School District has excellent facilities, modern instructional technology with fiber scheduled to be operational on the island in 2023, and a wide variety of academic and co-curricular programs. Students represent a diverse community of young people, and the faculty is focused on academic excellence for all students.

### What is the Environment Like?

The climate tends to be moderate. The winter temperature ranges between 30- and 40-degrees Fahrenheit and the summer temperature ranges between 40 and 65 degrees. Seventy-two inches of snowfall is typical for our winters.

Because of the relatively warm winter temperatures, the snow typically does not stay on the ground for long. The most difficult weather element is wind; wind speeds have been clocked at category one hurricane speeds. February is the coldest month with an average temperature of 31 degrees, and August is

### District Data

School Facilities: 2  
Students: 340  
District Administration: 3  
Instructional Staff: 29  
Non-instructional: 25

### Budget

Current Budget:  
\$8.0 Million  
Special Programs/Grants:  
\$1.83 Million  
Operating Budget:  
\$9.83 Million

### Revenue

Local: \$4.85 Million  
State: \$3.5 Million  
Federal: \$1.0 Million

### Fund Balance

Appropriated:  
\$1.75 Million  
Unappropriated:  
\$1.0 Million

Expenditure Per Pupil:  
\$23,529  
Average Teacher Salary:  
\$78,395

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the warmest month with an average temperature of 56 degrees. Precipitation remains fairly consistent at 48-50 inches per year.

## Overview of the Community

The City of Unalaska, which has a population of about 4300 people, is 800 air miles southwest of Anchorage. Located on the islands of Unalaska and Amaknak, the City of Unalaska is in the heart of the Bering Sea and is one of the United States' most productive commercial fishing ports with pristine vistas and rolling green hills, accentuated by active volcanoes.

The City operates a recreation facility that includes a full-sized gym, an indoor track, a racquetball court, a weight room, an aerobics room, exercise equipment, a ceramics room, and a teen room. Located in the school but operated by the City is an aquatics facility that includes a bustling standard-sized pool, a sauna, and a weight room. The recreation facility organizes a variety of community-oriented activities and also includes a separate public library that is in the process of completing a multi-million dollar renovation. Unalaska has one large grocery store, and a general purpose store that includes groceries, home repair supplies and limited clothing. The Grand Aleutian Hotel is a modern, luxurious hotel that features the Chart Room that offers a weekly all-you-can-eat seafood buffet and an elaborate Sunday Brunch. In addition, Unalaska also boasts several other excellent restaurants and coffee shops.

## Getting to the District

Unalaska is a community that is off of the road system and as such is only accessible by plane and ferry. Regular serviced commercial service is available with several private companies also offering charter services.



## Qualifications of the Candidate

The Board of Education recognizes that the selection of the superintendent is one of its most important decisions. The Board is committed to a selection process that is fair and open to all qualified candidates. Priority will be given to candidates whose experience and background closely matches the following characteristics:

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## Professional Experience Minimum Qualifications

- Hold, or be able to obtain a Type B administrative certificate with a superintendent endorsement in the State of Alaska.
- Have successful experience as a principal, assistant superintendent, or similar central office experience in a rural school district, with superintendent experience preferred.

## Desired Professional Background and Experiences of Candidate

- Able to work effectively with the Board, staff, and community in support of students.
- An approachable and effective communicator both publicly and privately in a positive manner.
- Experience in school finance, budget development, and implementation.
- Experience with policy development and implementation.
- Experience in all aspects of personnel management, including collective bargaining.
- Understand the importance of the effective use of a variety of instructional technologies.
- Experience in providing effective staff development and continued professional growth.
- Demonstrated experience in supporting creative and innovative ways to achieve the goals identified in the strategic plan.
- Demonstrated collaboration with regional educational leaders to address educational issues.
- Demonstrated experience with increasing student achievement and success, including English Language Learners.

## Desired Personal Characteristics of Candidate

- Strong communications skills in dealing with a wide variety of audiences, including students, the Board, staff, parents, communities, businesses, and non-profits.
- Be a person of the highest integrity.
- A willing and flexible outlook regarding the challenges of traveling to and from Unalaska.
- A deliberative, patient, collaborative leader that understands and practices active listening.
- Supportive, respectful, and willing to learn about traditional, immigrant, and other languages and cultures that make up our community.
- A person with an intrinsic connection to the land, community, and environment they reside in.
- A person that comprehends and appreciates the uniqueness of our small, isolated, and uniquely diverse community and its challenges and rewards that this creates.
- A resilient leader with the ability to improvise and adapt to a variety of challenges.

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## Board Identified Priorities for the New Superintendent

The following priorities were developed in alignment with the district strategic plan by the Board to guide the new superintendent in their work. They will be used as a basis for the future superintendent performance evaluation.

1. Focus on personalized learning to ensure that students receive what they need for academic achievement while also focusing on their well-being, especially repairing any deficits caused by the pandemic.
2. Embrace the vision of the district and develop a strong personal plan and goals to implement our Strategic Plan while building on our strong foundation of focusing on students.
3. Develop partnerships with all community entities to expand resources that will strengthen student achievement and well-being for our students.
4. Embrace the cultural diversity of Unalaska and our students while honoring and reinforcing our Unangan cultural values.

